

# Employment Cost Index

## Technical Note

The Employment Cost Index (ECI) is a quarterly index that measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. It measures that change for total compensation (wages, salaries, and employer costs for employee benefits), for wages and salaries only, and for benefit costs only.

Wages and salaries are defined as the hourly straight-time wage rate, or straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments.

Benefits covered by the ECI are: Paid leave, supplemental pay, insurance benefits, retirement and savings benefits, legally required benefits, and other benefits.

The ECI provides data for the civilian economy, which includes the private economy and the public sector—excluding farms, private households, the self-employed and the Federal Government. Data are provided separately for the public and private sectors.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data are collected from a probability sample. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. The sample establishments are classified by industry based on the 1987 Standard Industrial Classification Manual (SIC), as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broad occupational definitions.

Fixed employment weights are used each quarter to calculate the most aggregate indexes—civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Since March 1995, 1990 employment counts, primarily from the Bureau's Occupational Employment Survey, were used. From June 1986 to December 1994, employment counts from the 1980 Census were used as weights. Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, and area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly compa-

table to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in the article "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982.

Beginning with the release of ECI data for March 1990, indexes were rebased to June 1989=100. Beginning with the release of ECI data for December 1990, seasonally adjusted data are available for selected ECI series. A description of the rebasing is available in "Employment Cost Index Rebased to June 1989," *Monthly Labor Review*, April 1990.

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation." The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1990 weights.

More detailed information on the ECI is available in several sources. These include an annual bulletin, the latest of which is *Employment Cost Indexes and Levels, 1975-95*, (Bulletin 2466); chapter 8 of the *BLS Handbook of Methods* (Bulletin 2414), "The Employment Cost Index;" and several articles published in the *Monthly Labor Review*. The annual bulletin is available from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes.

### Corrections to the ECI

Data for the December 1995 and March 1996 reference periods were revised with the release of June 1996 data. BLS regrets any problems the errors may have caused and has taken steps to prevent a recurrence. The revised data are little changed from the originally published figures for wages and salaries in the broader categories of workers, such as civilian, private industry, and State and local governments. Corrections were, however, greater for the benefits series in both periods.

For further information or copies of tables showing all of the revised data for December 1995 and March 1996, contact the Division of Compensation Data Analysis and Planning, Bureau of Labor Statistics, Washington, DC 20212-0001. Telephone (202) 606-6199. E-mail: [ocltininfo@bls.gov](mailto:ocltininfo@bls.gov) Internet: <http://stats.bls.ecthome/corrdata.htm>

**Table A-1. Employment Cost Index for total compensation<sup>1</sup> for wages and salaries, and benefit costs by industry and occupational group**

(Seasonally adjusted data)

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Mar. 1996 <sup>f</sup>	Jun. 1996	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995 <sup>f</sup>	Mar. 1996 <sup>f</sup>	June 1996
<b>Compensation:</b>										
Civilian workers .....	128.2	129.2	0.8	0.7	0.7	0.8	0.6	0.7	0.8	0.8
State and local government .....	129.9	130.8	.7	.6	.8	1.0	.5	.7	.6	.7
Private industry workers .....	127.8	128.8	.8	.6	.7	.7	.6	.7	.7	.8
White-collar occupations .....	128.9	129.9	.9	.6	.7	.7	.7	.7	.9	.8
Blue-collar occupations .....	126.5	127.5	.9	.5	.5	.7	.6	.6	.6	.8
Service occupations .....	125.5	126.3	.7	.9	.6	.6	.5	.5	.3	.6
Goods-producing industries <sup>2</sup> .....	128.2	129.4	.7	.6	.7	.6	.6	.8	.4	.9
Construction .....	124.5	125.2	.8	.0	.2	.5	.7	.7	.6	.6
Manufacturing .....	129.0	130.2	.9	.6	.6	.6	.6	.8	.5	.9
Durables .....	129.5	131.2	1.1	.7	.6	.7	.4	.8	.2	1.3
Nondurables .....	128.1	128.7	.7	.5	.4	.6	.6	1.0	.7	.5
Service-producing industries <sup>3</sup> .....	127.5	128.5	.9	.6	.9	.7	.7	.6	.8	.8
Transportation and public utilities .....	127.6	128.4	1.3	.9	1.1	.8	1.0	.9	.5	.6
Wholesale trade .....	127.7	129.0	1.0	.9	1.4	.9	1.3	.9	.4	1.0
Retail trade .....	124.8	124.5	1.0	.2	.7	.2	.7	.6	1.5	-2
Finance, insurance, and real estate <sup>4</sup> .....	124.5	126.3	.7	.3	1.1	1.3	.7	.3	1.1	1.4
Services .....	130.6	131.8	.7	.6	.6	.7	.5	.5	.8	.9
Nonmanufacturing industries .....	127.2	128.2	.8	.5	.7	.8	.6	.7	.8	.8
<b>Wages and salaries:</b>										
Civilian workers .....	125.1	126.2	.8	.7	.7	.7	.7	.7	1.0	.9
State and local government .....	127.8	128.8	.8	.8	.8	.7	.7	.8	.6	.8
Private industry workers .....	124.5	125.6	.8	.6	.8	.7	.7	.7	1.1	.9
White-collar occupations .....	125.9	127.0	.7	.7	.7	.8	.7	.7	1.2	.9
Blue-collar occupations <sup>4</sup> .....	122.5	123.7	.9	.4	.8	.9	.6	.5	.9	1.0
Service occupations .....	122.2	123.1	.5	1.1	.5	.6	.6	.5	.7	.7
Goods-producing industries <sup>2,4</sup> .....	123.9	125.1	.8	.6	.7	.8	.6	.7	.8	1.0
Construction .....	118.6	119.6	.7	.4	.3	.5	.6	.9	.9	.8
Manufacturing <sup>4</sup> .....	125.4	126.5	.8	.7	.9	.8	.5	.6	.9	.9
Durables <sup>4</sup> .....	125.1	126.5	.9	.8	.9	.8	.6	.6	.6	1.1
Nondurables .....	125.8	126.3	.9	.4	.7	.7	.6	.9	1.0	.4
Service-producing industries <sup>3</sup> .....	124.8	125.8	.8	.6	.8	.7	.7	.7	1.2	.8
Transportation and public utilities .....	124.5	124.9	1.5	.8	1.1	.7	.8	.8	.5	.3
Wholesale trade .....	126.4	127.7	.8	.7	1.2	1.0	1.3	1.1	.8	1.0
Retail trade .....	123.2	122.9	.9	.3	.9	.3	.7	.5	2.0	-2
Finance, insurance, and real estate <sup>4</sup> .....	119.8	121.9	.5	.4	.7	1.7	.9	.3	1.2	1.8
Services .....	127.5	128.9	.5	.7	.7	.6	.6	.6	1.2	1.1
Nonmanufacturing industries .....	124.0	125.1	.8	.5	.7	.8	.7	.7	1.1	.9

See footnotes at end of table.

**Table A-1. Employment Cost Index for total compensation<sup>1</sup> for wages and salaries, and benefit costs by industry and occupational group**

(Seasonally adjusted data) — Continued

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Mar. 1996 <sup>f</sup>	Jun. 1996	Sep. 1994	Dec. 1994	Mar. 1995	June 1995	Sep. 1995	Dec. 1995 <sup>f</sup>	Mar. 1996 <sup>f</sup>	June 1996
<b>Benefit costs:</b>										
Civilian workers .....	135.7	136.6	1.0	0.5	0.3	0.7	0.6	0.6	0.0	0.7
State and local government .....	134.8	135.6	.6	.4	.6	1.1	.4	.5	.7	.6
Private industry workers .....	136.0	136.9	1.1	.5	.1	.6	.6	.6	-.1	.7
White-collar occupations .....	137.3	138.2	1.1	.8	.7	.7	.7	.6	-.1	.7
Blue-collar occupations .....	135.0	136.0	1.0	.2	.2	.3	.4	.8	-.1	.7
Service occupations .....	135.5	136.2	1.0	.4	-.1	.5	.2	.3	-.5	.5
Goods-producing industries <sup>2</sup> .....	137.2	138.4	.9	.4	.0	.2	.4	1.0	-.4	.9
Manufacturing .....	137.0	138.4	1.0	.5	.0	.2	.4	1.0	-.1	1.0
Service-producing industries <sup>3</sup> .....	135.2	136.0	1.3	.6	.7	.8	.7	.4	.0	.6
Nonmanufacturing industries .....	135.7	136.5	1.2	.5	.5	.7	.7	.4	-.1	.6

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> No identifiable seasonality was found for this series.

r=Revised

**Table A-2. Employment Cost Index for total compensation<sup>1</sup> for civilian and State and local government workers by industry and occupational group**

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>r</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>r</sup>	June 1996	June 1995	Mar. 1996 <sup>r</sup>	June 1996
Civilian workers .....	125.6	128.3	129.2	0.6	0.9	0.7	2.9	2.8	2.9
Excluding sales .....	125.9	128.6	129.4	.6	.9	.6	2.9	2.7	2.8
Workers, by occupational group									
White-collar occupations .....	126.3	129.1	130.0	.6	.9	.7	3.0	2.9	2.9
Excluding sales .....	126.9	129.7	130.5	.5	.9	.6	3.0	2.7	2.8
Professional specialty and technical ...	127.5	130.6	131.4	.4	.9	.6	2.7	2.8	3.1
Executive, administrative, and managerial .....	125.7	128.5	129.1	.4	.9	.5	3.4	2.6	2.7
Administrative support, including clerical .....	127.3	130.1	130.8	.6	.9	.5	3.1	2.8	2.7
Blue-collar occupations .....	124.5	126.7	127.7	.7	.7	.8	2.6	2.5	2.6
Service occupations .....	125.8	128.0	128.7	.6	.5	.5	3.0	2.4	2.3
Workers, by industry division									
Goods-producing <sup>2</sup> .....	126.0	128.3	129.3	.6	.7	.8	2.4	2.4	2.6
Manufacturing .....	126.9	129.3	130.4	.6	.8	.9	2.8	2.5	2.8
Service-producing <sup>3</sup> .....	125.5	128.2	129.1	.7	.9	.7	3.1	2.9	2.9
Services .....	127.8	130.4	131.2	.5	.8	.6	2.9	2.5	2.7
Health services .....	130.2	132.5	133.4	.6	.4	.7	2.8	2.4	2.5
Hospitals .....	129.7	132.3	132.9	.7	.7	.5	2.6	2.7	2.5
Educational services .....	127.4	130.5	130.8	.4	.2	.2	3.1	2.8	2.7
Public administration .....	126.1	129.2	129.6	.6	.7	.3	3.2	3.0	2.8
Nonmanufacturing .....	125.2	127.9	128.8	.6	.9	.7	2.9	2.8	2.9
State and local government workers .....	126.9	129.9	130.2	.4	.5	.2	3.1	2.8	2.6
Workers, by occupational group									
White-collar occupations .....	126.6	129.6	129.9	.3	.4	.2	3.0	2.7	2.6
Professional specialty and technical ...	126.3	129.1	129.5	.2	.2	.3	2.9	2.5	2.5
Executive, administrative, and managerial .....	127.4	130.7	131.0	.4	.6	.2	3.2	3.0	2.8
Administrative support, including clerical .....	126.9	130.0	130.4	.5	.7	.3	2.9	2.9	2.8
Blue-collar occupations .....	126.3	129.0	129.5	.7	.8	.4	2.9	2.9	2.5
Service occupations .....	128.8	131.9	132.3	.9	.7	.3	4.0	3.4	2.7
Workers, by industry division									
Services .....	127.1	130.0	130.3	.3	.3	.2	3.0	2.6	2.5
Excluding schools <sup>4</sup> .....	127.7	130.3	130.8	1.0	.7	.4	3.6	3.1	2.4
Health services .....	129.8	132.5	133.1	1.1	.7	.5	3.7	3.2	2.5
Hospitals .....	129.9	132.6	133.2	1.2	.7	.5	4.3	3.3	2.5
Educational services .....	126.8	129.7	130.0	.2	.2	.2	3.0	2.5	2.5
Schools .....	127.1	130.0	130.3	.2	.2	.2	3.0	2.5	2.5
Elementary and secondary .....	127.4	130.2	130.5	.2	.1	.2	2.9	2.4	2.4
Colleges and universities .....	126.1	129.4	129.9	.1	.5	.4	3.4	2.7	3.0
Public administration .....	126.1	129.2	129.6	.6	.7	.3	3.2	3.0	2.8

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service

industries; and public administration.

<sup>4</sup> Formerly called hospitals and other services.

r=Revised

**Table A-3. Employment Cost Index for total compensation<sup>1</sup> for private industry workers by industry and occupational group**

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>f</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>f</sup>	June 1996	June 1995	Mar. 1996 <sup>f</sup>	June 1996
Private industry workers .....	125.4	127.9	129.0	0.7	0.9	0.9	2.8	2.7	2.9
Excluding sales .....	125.7	128.3	129.2	.6	.9	.7	2.8	2.6	2.8
White-collar occupations .....	126.2	129.0	130.0	.7	1.1	.8	3.0	3.0	3.0
Excluding sales .....	127.0	129.9	130.7	.6	1.0	.6	3.0	2.9	2.9
Professional specialty and technical .....	128.4	131.6	132.6	.5	1.3	.8	2.5	3.1	3.3
Executive, administrative, and managerial .....	125.4	128.0	128.8	.4	.9	.6	3.4	2.5	2.7
Sales .....	122.4	124.8	126.9	1.8	1.3	1.7	3.0	3.8	3.7
Administrative support, including clerical .....	127.3	130.1	130.8	.6	.9	.5	3.1	2.8	2.7
Blue-collar occupations .....	124.4	126.6	127.6	.7	.8	.8	2.6	2.5	2.6
Precision production, craft, and repair ....	124.4	126.5	127.7	.8	.6	.9	2.6	2.5	2.7
Machine operators, assemblers, and inspectors .....	124.8	127.1	128.1	.5	.7	.8	2.1	2.3	2.6
Transportation and material moving .....	122.4	123.9	124.7	.5	.7	.6	2.8	1.7	1.9
Handlers, equipment cleaners, helpers, and laborers .....	125.3	128.5	129.3	1.0	1.3	.6	3.2	3.5	3.2
Service occupations .....	124.0	125.8	126.5	.5	.5	.6	2.5	1.9	2.0
Production and nonsupervisory occupations <sup>2</sup> .....	125.0	127.5	128.6	.7	1.0	.9	2.8	2.7	2.9
Goods-producing industries <sup>3</sup> .....	125.9	128.2	129.3	.5	.7	.9	2.4	2.3	2.7
Excluding sales occupations .....	125.6	128.0	129.0	.6	.8	.8	2.5	2.5	2.7
White-collar occupations .....	127.6	130.0	131.0	.3	.8	.8	2.7	2.2	2.7
Excluding sales .....	126.7	129.4	130.2	.4	.9	.6	2.8	2.5	2.8
Blue-collar occupations .....	124.9	127.1	128.3	.6	.6	.9	2.2	2.4	2.7
Service occupations .....	127.9	129.6	130.1	.5	.1	.4	3.3	1.8	1.7
Construction .....	122.0	124.3	125.3	.7	.7	.8	1.5	2.6	2.7
Manufacturing .....	126.9	129.3	130.4	.6	.8	.9	2.8	2.5	2.8
White-collar occupations .....	128.0	130.5	131.6	.5	.8	.8	3.3	2.4	2.8
Excluding sales .....	126.6	129.5	130.5	.4	.9	.8	3.3	2.7	3.1
Blue-collar occupations .....	126.0	128.4	129.5	.6	.7	.9	2.3	2.5	2.8
Service occupations .....	128.6	130.3	131.0	.5	.1	.5	3.6	1.8	1.9
Durables .....	127.7	129.7	131.2	.6	.5	1.2	3.2	2.1	2.7
Nondurables .....	125.4	128.3	128.9	.6	1.0	.5	2.1	2.9	2.8
Service-producing industries <sup>4</sup> .....	124.9	127.6	128.6	.8	1.1	.8	3.1	3.0	3.0
Excluding sales occupations .....	125.8	128.4	129.2	.6	.9	.6	3.0	2.7	2.7
White-collar occupations .....	125.6	128.5	129.6	.8	1.1	.9	3.0	3.1	3.2
Excluding sales .....	127.1	130.0	130.9	.6	1.0	.7	3.0	2.8	3.0
Blue-collar occupations .....	123.1	125.2	126.0	.8	1.0	.6	3.4	2.5	2.4
Service occupations .....	123.6	125.3	126.1	.5	.4	.6	2.4	1.9	2.0
Transportation and public utilities .....	124.7	127.9	128.4	.6	1.0	.4	4.1	3.1	3.0
Transportation .....	123.0	126.9	127.7	.6	1.4	.6	4.5	3.8	3.8
Public utilities .....	126.8	128.9	129.1	.6	.3	.2	3.4	2.2	1.8
Communications .....	126.6	128.0	127.5	.2	-.2	-.4	3.7	1.3	.7
Electric, gas, and sanitary services ....	127.0	130.1	131.1	.9	1.1	.8	3.1	3.3	3.2

See footnotes at end of table.

**Table A-3. Employment Cost Index for total compensation<sup>1</sup> for private industry workers by industry and occupational group**

(Not seasonally adjusted) — Continued

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>r</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>r</sup>	June 1996	June 1995	Mar. 1996 <sup>r</sup>	June 1996
Wholesale and retail trade .....	122.8	125.5	126.4	0.9	1.0	0.7	2.8	3.1	2.9
Excluding sales occupations .....	123.1	125.9	126.4	.6	.7	.4	2.8	2.9	2.7
Wholesale trade .....	124.8	127.5	129.3	1.3	.4	1.4	4.3	3.5	3.6
Excluding sales occupations .....	125.1	127.4	128.7	.6	.2	1.0	4.0	2.4	2.9
Retail trade .....	121.8	124.5	124.8	.7	1.5	.2	2.2	3.0	2.5
General merchandise stores .....	120.7	122.4	123.6	.5	.6	1.0	2.3	1.9	2.4
Food stores .....	120.7	123.6	124.4	-.1	1.0	.6	.1	2.3	3.1
Finance, insurance, and real estate .....	121.8	124.5	126.3	1.3	1.1	1.4	3.5	3.6	3.7
Excluding sales occupations .....	124.6	127.5	128.5	.7	1.4	.8	3.6	3.1	3.1
Banking, savings and loan, and other credit agencies .....	124.1	126.9	128.2	.5	2.0	1.0	3.9	2.8	3.3
Insurance .....	124.6	127.6	128.2	.9	1.4	.5	3.4	3.3	2.9
Excluding sales occupations .....	128.0	132.1	132.7	1.1	1.5	.5	3.2	3.5	2.9
Services .....	128.2	130.7	131.7	.5	1.0	.8	2.6	2.5	2.7
Business services .....	125.3	128.9	129.2	.6	2.1	.2	2.6	3.5	3.1
Health services .....	130.3	132.6	133.5	.5	.3	.7	2.5	2.2	2.5
Hospitals .....	129.7	132.2	132.8	.6	.7	.5	2.0	2.6	2.4
Nursing homes .....	-	-	-	.7	.5	1.0	3.0	2.7	3.1
Educational services .....	130.3	134.4	134.8	1.2	.5	.3	3.9	4.3	3.5
Colleges and universities .....	131.3	135.9	136.2	1.5	.5	.2	4.2	5.1	3.7
Nonmanufacturing industries .....	124.6	127.2	128.2	.7	1.0	.8	2.8	2.8	2.9
White-collar occupations .....	125.6	128.5	129.5	.7	1.2	.8	2.9	3.0	3.1
Excluding sales .....	127.1	130.0	130.8	.6	1.1	.6	2.8	2.8	2.9
Blue-collar occupations .....	122.5	124.6	125.6	.8	.7	.8	2.9	2.6	2.5
Service occupations .....	123.5	125.3	126.0	.4	.5	.6	2.3	1.9	2.0

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; and service industries.

- Data not available.

r=Revised

**Table A-4. Employment Cost Index for total compensation<sup>1</sup> for private industry workers, by bargaining status, region, and area size**

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>r</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>r</sup>	June 1996	June 1995	Mar. 1996 <sup>r</sup>	June 1996
<b>Workers, by bargaining status</b>									
Union .....	125.8	128.5	129.7	0.6	0.6	0.9	2.3	2.7	3.1
Blue-collar occupations .....	124.8	126.8	128.0	.6	.4	.9	2.0	2.3	2.6
Goods-producing industries <sup>2</sup> .....	125.9	127.9	129.0	.6	.3	.9	1.7	2.2	2.5
Service-producing industries <sup>3</sup> .....	125.6	129.0	130.3	.6	.9	1.0	3.1	3.4	3.7
Manufacturing .....	126.6	128.8	129.8	.2	.5	.8	1.4	2.0	2.5
Blue-collar occupations .....	126.4	128.3	129.4	.2	.4	.9	1.4	1.7	2.4
Nonmanufacturing .....	125.0	128.0	129.2	.8	.7	.9	2.9	3.2	3.4
Nonunion .....	125.2	127.7	128.7	.7	.9	.8	2.9	2.7	2.8
Blue-collar occupations .....	123.9	126.3	127.3	.7	1.0	.8	2.9	2.7	2.7
Goods-producing industries <sup>2</sup> .....	125.9	128.3	129.4	.6	.9	.9	2.7	2.5	2.8
Service-producing industries <sup>3</sup> .....	124.8	127.3	128.3	.8	1.0	.8	3.1	2.8	2.8
Manufacturing .....	126.9	129.3	130.5	.6	.8	.9	3.3	2.5	2.8
Blue-collar occupations .....	125.5	128.1	129.3	.8	.9	.9	3.0	2.9	3.0
Nonmanufacturing .....	124.5	127.0	128.0	.7	1.0	.8	2.8	2.8	2.8
<b>Workers, by region <sup>4</sup></b>									
Northeast .....	126.6	128.9	129.7	.8	.9	.6	3.1	2.6	2.4
South .....	124.3	127.0	127.8	.5	1.1	.6	2.9	2.7	2.8
Midwest .....	126.9	129.5	130.7	.9	.9	.9	2.7	2.9	3.0
West .....	123.4	125.9	127.3	.7	.7	1.1	2.4	2.7	3.2
<b>Workers, by area size</b>									
Metropolitan areas .....	125.4	128.0	129.1	.7	.9	.9	2.9	2.8	3.0
Other areas .....	125.3	127.2	128.0	.4	.6	.6	2.3	1.9	2.2

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>4</sup> The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee,

Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

r=Revised

**Table A-5. Employment Cost Index for wages and salaries only for civilian and State and local government workers, by industry and occupational group**

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>r</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>r</sup>	June 1996	June 1995	Mar. 1996 <sup>r</sup>	June 1996
Civilian workers .....	122.2	125.1	126.1	0.7	1.0	0.8	3.0	3.1	3.2
Excluding sales .....	122.4	125.3	126.2	.6	.9	.7	3.0	3.0	3.1
Workers, by occupational group									
White-collar occupations .....	123.1	126.3	127.3	.6	1.0	.8	2.8	3.2	3.4
Excluding sales .....	123.8	127.0	127.8	.5	1.0	.6	3.0	3.1	3.2
Professional specialty and technical ...	124.7	128.0	128.8	.4	.9	.6	2.8	3.1	3.3
Executive, administrative, and managerial .....	122.8	126.2	127.0	.5	1.2	.6	3.2	3.3	3.4
Administrative support, including clerical .....	123.4	126.4	127.1	.5	1.0	.6	3.0	2.9	3.0
Blue-collar occupations .....	120.3	122.8	123.9	.9	.9	.9	3.1	3.0	3.0
Service occupations .....	121.8	124.2	124.9	.5	.6	.6	3.1	2.5	2.5
Workers, by industry division									
Goods-producing <sup>1</sup> .....	121.4	123.9	125.1	.7	.8	1.0	2.9	2.8	3.0
Manufacturing .....	122.9	125.4	126.5	.8	.9	.9	3.3	2.9	2.9
Service-producing <sup>2</sup> .....	122.5	125.6	126.5	.7	1.0	.7	3.0	3.2	3.3
Services .....	124.8	128.0	128.9	.3	.9	.7	2.9	2.9	3.3
Health services .....	126.6	129.3	130.0	.4	.7	.5	2.6	2.5	2.7
Hospitals .....	126.0	128.6	129.2	.4	.6	.5	2.4	2.5	2.5
Educational services .....	125.1	128.8	129.1	.1	.2	.2	3.1	3.0	3.2
Public administration .....	122.3	124.9	125.3	.3	.6	.3	3.2	2.5	2.5
Nonmanufacturing .....	121.9	125.0	125.9	.7	1.1	.7	2.9	3.2	3.3
State and local government workers .....	124.6	127.8	128.1	.2	.4	.2	3.2	2.8	2.8
Workers, by occupational group									
White-collar occupations .....	124.6	127.9	128.2	.2	.4	.2	3.1	2.8	2.9
Professional specialty and technical ...	125.0	128.3	128.6	.2	.2	.2	3.1	2.8	2.9
Executive, administrative, and managerial .....	124.3	127.7	128.0	.2	.6	.2	3.3	2.9	3.0
Administrative support, including clerical .....	122.9	125.8	126.1	.3	.6	.2	2.9	2.7	2.6
Blue-collar occupations .....	123.8	126.6	127.0	.6	.7	.3	3.1	2.8	2.6
Service occupations .....	125.2	128.1	128.6	.5	.6	.4	4.0	2.8	2.7
Workers, by industry division									
Services .....	125.1	128.6	128.9	.2	.3	.2	3.1	3.0	3.0
Excluding schools <sup>3</sup> .....	125.5	128.2	128.7	.4	.6	.4	3.0	2.6	2.5
Health services .....	126.6	129.3	129.9	.5	.5	.5	3.0	2.6	2.6
Hospitals .....	126.3	129.1	129.7	.4	.5	.5	3.5	2.6	2.7
Educational services .....	124.9	128.5	128.8	.1	.2	.2	3.1	3.0	3.1
Schools .....	125.1	128.7	128.9	.1	.2	.2	3.2	3.0	3.0
Elementary and secondary .....	125.8	129.3	129.5	.2	.1	.2	3.3	3.0	2.9
Colleges and universities .....	122.9	126.8	127.1	-.2	.7	.2	3.1	2.9	3.4
Public administration .....	122.3	124.9	125.3	.3	.6	.3	3.2	2.5	2.5

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service

industries; and public administration.

<sup>3</sup> Formerly called hospitals and other services.

r=Revised



**Table A-6. Employment Cost Index for wages and salaries only for private industry workers by industry and occupational group**

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>f</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>f</sup>	June 1996	June 1995	Mar. 1996 <sup>f</sup>	June 1996
Private industry workers .....	121.5	124.4	125.6	0.7	1.1	1.0	2.9	3.2	3.4
Excluding sales .....	121.8	124.7	125.7	.7	1.1	.8	3.0	3.1	3.2
White-collar occupations .....	122.7	125.8	127.0	.8	1.2	1.0	2.8	3.4	3.5
Excluding sales .....	123.4	126.7	127.6	.5	1.2	.7	2.9	3.2	3.4
Professional specialty and technical .....	124.4	127.8	128.8	.6	1.3	.8	2.6	3.3	3.5
Executive, administrative, and managerial .....	122.5	125.9	126.8	.5	1.2	.7	3.1	3.3	3.5
Sales .....	119.3	122.0	124.4	2.1	1.3	2.0	2.7	4.4	4.3
Administrative support, including clerical .....	123.5	126.5	127.3	.5	1.0	.6	3.0	2.9	3.1
Blue-collar occupations .....	120.1	122.5	123.7	.9	.9	1.0	3.1	2.9	3.0
Precision production, craft, and repair ....	119.9	122.4	123.7	.9	.8	1.1	2.9	3.0	3.2
Machine operators, assemblers, and inspectors .....	120.9	123.4	124.5	1.1	.9	.9	3.2	3.2	3.0
Transportation and material moving .....	117.8	120.0	120.6	.7	1.2	.5	3.3	2.6	2.4
Handlers, equipment cleaners, helpers, and laborers .....	121.2	124.2	125.1	.9	1.3	.7	3.3	3.4	3.2
Service occupations .....	120.0	122.2	123.0	.5	.7	.7	2.7	2.3	2.5
Production and nonsupervisory occupations <sup>1</sup> .....	121.0	123.7	124.9	.9	1.1	1.0	3.0	3.2	3.2
Goods-producing industries <sup>2</sup> .....	121.4	123.9	125.1	.8	.8	1.0	2.9	2.9	3.0
Excluding sales occupations .....	120.9	123.5	124.6	.8	.9	.9	3.0	3.0	3.1
White-collar occupations .....	123.8	126.2	127.3	.7	.7	.9	2.9	2.6	2.8
Excluding sales .....	122.5	125.3	126.3	.6	.9	.8	3.1	2.9	3.1
Blue-collar occupations .....	119.9	122.4	123.7	.9	.8	1.1	2.8	3.0	3.2
Service occupations .....	121.9	124.3	124.6	1.1	.6	.2	3.6	3.1	2.2
Construction .....	115.7	118.3	119.6	.8	.8	1.1	1.8	3.0	3.4
Manufacturing .....	122.9	125.4	126.5	.8	.9	.9	3.3	2.9	2.9
White-collar occupations .....	124.7	127.1	128.2	.6	.8	.9	3.4	2.6	2.8
Excluding sales .....	123.2	126.0	127.0	.7	1.0	.8	3.4	2.9	3.1
Blue-collar occupations .....	121.6	124.2	125.4	1.0	.9	1.0	3.2	3.2	3.1
Service occupations .....	122.8	125.1	125.7	1.1	.6	.5	3.9	3.0	2.4
Durables .....	122.9	125.1	126.5	.8	.6	1.1	3.5	2.6	2.9
Nondurables .....	122.9	125.8	126.5	.8	1.1	.6	2.8	3.2	2.9
Service-producing industries <sup>3</sup> .....	121.6	124.7	125.8	.7	1.2	.9	2.9	3.3	3.5
Excluding sales occupations .....	122.5	125.6	126.5	.6	1.1	.7	2.9	3.1	3.3
White-collar occupations .....	122.3	125.6	126.8	.8	1.3	1.0	2.9	3.5	3.7
Excluding sales .....	123.8	127.2	128.1	.5	1.3	.7	2.8	3.2	3.5
Blue-collar occupations .....	120.3	122.7	123.5	.9	1.1	.7	3.5	2.9	2.7
Service occupations .....	119.8	122.0	122.8	.4	.6	.7	2.7	2.3	2.5
Transportation and public utilities .....	122.0	124.6	125.0	.7	.7	.3	4.1	2.8	2.5
Transportation .....	119.8	122.9	123.2	.7	1.1	.2	4.4	3.3	2.8
Public utilities .....	124.5	126.5	127.1	.5	.3	.5	3.7	2.1	2.1
Communications .....	124.6	126.1	126.5	.2	-.1	.3	4.3	1.4	1.5
Electric, gas, and sanitary services ....	124.4	127.0	127.7	.8	.9	.6	2.9	2.9	2.7

See footnotes at end of table.

**Table A-6. Employment Cost Index for wages and salaries only for private industry workers by industry and occupational group**

(Not seasonally adjusted) — Continued

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>r</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>r</sup>	June 1996	June 1995	Mar. 1996 <sup>r</sup>	June 1996
Wholesale and retail trade .....	120.6	123.9	124.8	1.0	1.3	0.7	2.7	3.8	3.5
Excluding sales occupations .....	120.9	124.4	124.9	.6	1.0	.4	2.6	3.5	3.3
Wholesale trade .....	122.7	126.1	128.0	1.5	.5	1.5	3.7	4.3	4.3
Excluding sales occupations .....	122.9	126.3	127.6	.6	.5	1.0	3.5	3.4	3.8
Retail trade .....	119.6	122.8	123.1	.8	1.8	.2	2.2	3.5	2.9
General merchandise stores .....	118.6	121.0	121.7	.6	.7	.6	1.9	2.6	2.6
Food stores .....	117.6	120.5	121.2	-.2	1.2	.6	-.2	2.3	3.1
Finance, insurance, and real estate .....	117.0	119.8	121.9	1.7	1.2	1.8	3.4	4.2	4.2
Excluding sales occupations .....	120.2	123.4	124.5	.8	1.7	.9	3.6	3.4	3.6
Banking, savings and loan, and other credit agencies .....	119.7	122.7	124.2	.4	2.2	1.2	4.1	2.9	3.8
Insurance .....	120.8	123.6	124.1	.8	1.1	.4	3.4	3.2	2.7
Excluding sales occupations .....	125.2	128.0	128.6	1.1	1.3	.5	3.1	3.4	2.7
Services .....	124.4	127.6	128.7	.4	1.3	.9	2.6	3.0	3.5
Business services .....	122.9	126.9	127.7	.7	2.1	.6	2.9	3.9	3.9
Health services .....	126.7	129.3	130.1	.4	.7	.6	2.6	2.5	2.7
Hospitals .....	125.9	128.5	129.1	.4	.6	.5	2.1	2.5	2.5
Nursing homes .....	-	-	-	.8	.8	.6	3.4	3.1	2.8
Educational services .....	125.9	130.1	130.4	.2	.5	.2	3.0	3.6	3.6
Colleges and universities .....	125.9	130.6	130.9	.3	.4	.2	3.0	4.1	4.0
Nonmanufacturing industries .....	120.9	123.9	125.1	.8	1.1	1.0	2.7	3.3	3.5
White-collar occupations .....	122.1	125.4	126.6	.8	1.3	1.0	2.7	3.6	3.7
Excluding sales .....	123.5	126.9	127.8	.5	1.2	.7	2.7	3.3	3.5
Blue-collar occupations .....	118.5	120.9	122.0	.9	.9	.9	3.0	2.9	3.0
Service occupations .....	119.8	122.0	122.7	.5	.7	.6	2.7	2.3	2.4

<sup>1</sup> This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; and service industries.

- Data not available.

r=Revised

**Table A-7. Employment Cost Index for wages and salaries only for private industry workers by bargaining status, region, and area size**

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>r</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>r</sup>	June 1996	June 1995	Mar. 1996 <sup>r</sup>	June 1996
Workers, by bargaining status									
Union .....	120.6	122.8	124.2	0.7	0.5	1.1	2.6	2.5	3.0
Blue-collar occupations .....	119.1	120.9	122.0	.8	.5	.9	2.5	2.3	2.4
Goods-producing industries <sup>1</sup> .....	119.3	121.3	122.5	.8	.6	1.0	2.2	2.4	2.7
Service-producing industries <sup>2</sup> .....	122.3	124.8	126.2	.6	.5	1.1	3.0	2.6	3.2
Manufacturing .....	120.5	122.9	123.9	.6	.7	.8	2.3	2.6	2.8
Blue-collar occupations .....	120.2	122.4	123.5	.6	.7	.9	2.2	2.4	2.7
Nonmanufacturing .....	120.6	122.8	124.3	.7	.4	1.2	2.8	2.5	3.1
Nonunion .....	121.8	124.8	125.9	.8	1.2	.9	3.0	3.3	3.4
Blue-collar occupations .....	120.7	123.6	124.7	1.0	1.2	.9	3.4	3.4	3.3
Goods-producing industries <sup>1</sup> .....	122.2	124.9	126.1	.7	.9	1.0	3.0	3.0	3.2
Service-producing industries <sup>2</sup> .....	121.5	124.6	125.7	.8	1.3	.9	2.9	3.4	3.5
Manufacturing .....	123.8	126.3	127.5	.9	.9	1.0	3.6	2.9	3.0
Blue-collar occupations .....	122.6	125.4	126.7	1.2	1.0	1.0	3.8	3.5	3.3
Nonmanufacturing .....	121.0	124.2	125.2	.8	1.3	.8	2.7	3.5	3.5
Workers, by region <sup>3</sup>									
Northeast .....	122.1	124.9	126.0	.7	1.1	.9	2.8	3.0	3.2
South .....	120.8	124.1	125.1	.7	1.4	.8	2.9	3.4	3.6
Midwest .....	122.2	125.1	126.2	1.1	1.2	.9	3.3	3.5	3.3
West .....	120.9	123.3	124.8	.8	.5	1.2	2.5	2.8	3.2
Workers, by area size									
Metropolitan areas .....	121.6	124.6	125.8	.8	1.1	1.0	3.0	3.3	3.5
Other areas .....	121.3	123.4	124.2	.7	.8	.6	2.7	2.4	2.4

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

<sup>3</sup> The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee,

Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

r=Revised

**Table A-8. Employment Cost Index for benefits only for civilian, State and local, and private industry workers by industry and occupational group**

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>r</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>r</sup>	June 1996	June 1995	Mar. 1996 <sup>r</sup>	June 1996
Civilian workers .....	134.5	136.2	136.9	0.5	0.5	0.5	2.7	1.8	1.8
State and local government workers .....	132.2	134.7	135.1	.8	.6	.3	2.9	2.7	2.2
Private industry workers .....	135.1	136.6	137.4	.4	.5	.6	2.6	1.6	1.7
Workers, by occupational group									
White-collar occupations .....	136.0	137.7	138.4	.6	.7	.5	3.3	1.8	1.8
Blue-collar occupations .....	133.6	135.2	136.1	.2	.4	.7	1.6	1.4	1.9
Service occupations .....	135.6	135.7	136.3	.4	-.2	.4	1.9	.5	.5
Workers, by industry division									
Goods-producing industries <sup>1</sup> .....	135.9	137.7	138.6	.0	.4	.7	1.5	1.3	2.0
Service-producing industries <sup>2</sup> .....	134.1	135.5	136.2	.7	.6	.5	3.4	1.7	1.6
Manufacturing .....	135.2	137.5	138.5	-.1	.6	.7	1.7	1.6	2.4
Nonmanufacturing .....	134.7	136.0	136.7	.6	.5	.5	3.0	1.6	1.5
Workers, by bargaining status									
Union workers .....	135.5	139.1	140.0	.5	.8	.6	2.0	3.2	3.3
Nonunion workers .....	134.8	135.8	136.5	.4	.5	.5	2.8	1.2	1.3

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

r=Revised

**Table A-9. Employment Cost Index for workers in aerospace manufacturing**

(Not seasonally adjusted)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1995	Mar. 1996 <sup>r</sup>	June 1996	3 months ended			12 months ended		
				June 1995	Mar. 1996 <sup>r</sup>	June 1996	June 1995	Mar. 1996 <sup>r</sup>	June 1996
Compensation:									
Aircraft manufacturing (SIC 3721) .....	131.0	136.9	138.2	0.3	2.3	0.9	3.1	4.8	5.5
White-collar occupations .....	127.2	132.4	133.9	.4	2.6	1.1	2.7	4.5	5.3
Blue-collar occupations .....	136.1	143.3	144.1	.3	2.0	.6	3.5	5.6	5.9
Wages and salaries:									
Aircraft manufacturing (SIC 3721) .....	126.5	129.0	130.3	.6	.7	1.0	2.6	2.6	3.0
White-collar occupations .....	121.6	124.1	125.9	.5	.7	1.5	2.1	2.6	3.5
Blue-collar occupations .....	133.6	136.1	136.4	.7	.7	.2	3.2	2.6	2.1
Benefit costs:									
Aircraft manufacturing (SIC 3721) .....	140.8	154.2	155.4	-.1	5.5	.8	4.1	9.4	10.4
White-collar occupations .....	140.2	152.0	152.9	.1	6.7	.6	4.1	8.5	9.1
Blue-collar occupations .....	140.9	156.7	158.4	-.5	3.9	1.1	3.9	10.7	12.4

NOTE: SIC refers to the 1987 Standard Industrial Classification System code as defined by the U.S. Office of Management and Budget.

r=Revised

**Table A-10. Revised Employment Cost Index seasonal factors, 1996**

Series	March	June	September	December
State and local government:				
Wages and salaries .....	100.013	99.476	100.384	100.134
Benefit costs .....	99.900	99.650	100.391	100.054
Private industry:				
White-collar workers:				
Compensation .....	100.070	100.058	100.047	99.828
Wages and salaries .....	99.947	100.035	100.075	99.944
Benefit costs .....	100.306	100.170	100.000	99.527
Blue-collar workers:				
Compensation .....	100.046	100.071	100.064	99.826
Benefit costs .....	100.154	100.096	100.057	99.701
Service workers:				
Compensation .....	100.057	99.948	100.005	99.997
Wages and salaries .....	100.032	99.914	100.026	100.033
Benefit costs .....	100.117	100.045	99.944	99.902
Goods-producing industries:				
Compensation .....	100.126	100.053	99.976	99.853
Benefit costs .....	100.335	100.147	99.935	99.598
Construction:				
Compensation .....	99.838	100.117	100.282	99.762
Wages and salaries .....	99.744	100.036	100.276	99.952
Manufacturing:				
Benefit costs .....	100.374	100.077	99.856	99.713
Durable goods:				
Compensation .....	100.145	100.027	99.972	99.864
Nondurable goods:				
Compensation .....	100.118	100.172	99.826	99.891
Wages and salaries .....	100.039	100.158	99.904	99.903
Service-producing industries:				
Wages and salaries .....	99.954	99.986	100.129	99.931
Benefit costs .....	100.206	100.138	100.047	99.610
Transportation and public utilities:				
Compensation .....	100.208	100.001	100.075	99.714
Wages and salaries .....	100.072	100.048	100.002	99.878
Wholesale trade:				
Compensation .....	99.861	100.252	100.019	99.868
Wages and salaries .....	99.754	100.248	99.898	100.101
Retail trade:				
Compensation .....	99.766	100.205	100.241	99.790
Wages and salaries .....	99.683	100.200	100.291	99.823
Services:				
Compensation .....	100.088	99.934	100.045	99.931
Wages and salaries .....	100.115	99.874	100.029	99.982
Nonmanufacturing industries:				
Compensation .....	100.028	100.029	100.151	99.793
Wages and salaries .....	99.956	99.993	100.133	99.922
Benefit costs .....	100.224	100.161	100.038	99.576